

LOCAL SKILLS REPORT AND SKILLS ACTION PLAN 2022

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<https://enterprisem3.org.uk/hub/skills-businesses>

EM3 SKILLS STRENGTHS

STRENGTHS



Almost one in five jobs in EM3 are high-skilled



4 in 10 EM3 resident workers have a degree or above



EM3 employment rate is high at around 80%

EM3 SKILLS NEEDS



Large numbers of vacancies and a shortage of applicants



Persistent vacancies in many sectors including Health, Social Care and Sales

EM3 SKILLS NEEDS



Apprenticeship starts dropped by more than a quarter 2018-21



Young people continue to overlook apprenticeships from GCSE onwards

EM3 SKILLS NEEDS



Basingstoke, Aldershot and Spelthorne are the lowest EM3 areas for young people going to university



More than a third of the EM3 female resident workforce are in caring and clerical occupations compared to 8% of men



15% of EM3 residents aged 16-64 in employment reported a disability - less than regionally (17%) and nationally (16%)

EM3 SKILLS NEEDS



16% of men are in corporate manager / director roles, compared to 8% of women



The resident working age population of the EM3 area is 'more white' (90%) than the region (89%) and nationally (83%).

White employees are slightly over-represented in the EM3 workforce (92%) compared to the working age population.

This slight over-representation of white employees is also the case in the region and the nation.



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Enterprise M3 Economy, Labour Market and Skills Dashboard

EM3 SAP and EM3 Board Meetings – September 2022

PRODUCED BY ENTERPRISE M3 LOCAL ENTERPRISE PARTNERSHIPS IN
PARTNERSHIP WITH THE ECONOMIC & BUSINESS INTELLIGENCE SERVICE (EBIS)

EBIS
economic
business intelligence service

<https://enterprisem3.org.uk/hub/skills-businesses>

HEADLINES

- Rapidly rising energy costs remain a threat to small businesses in Enterprise M3.
- Domestic drivers of UK Inflation beginning to replace the global factors.
- (Mild) UK wide recession looking inevitable.
- Cost of living crisis less severe in EM3 but without investment, economic growth will suffer.
- The labour market in Enterprise M3 continues to defy expectations.

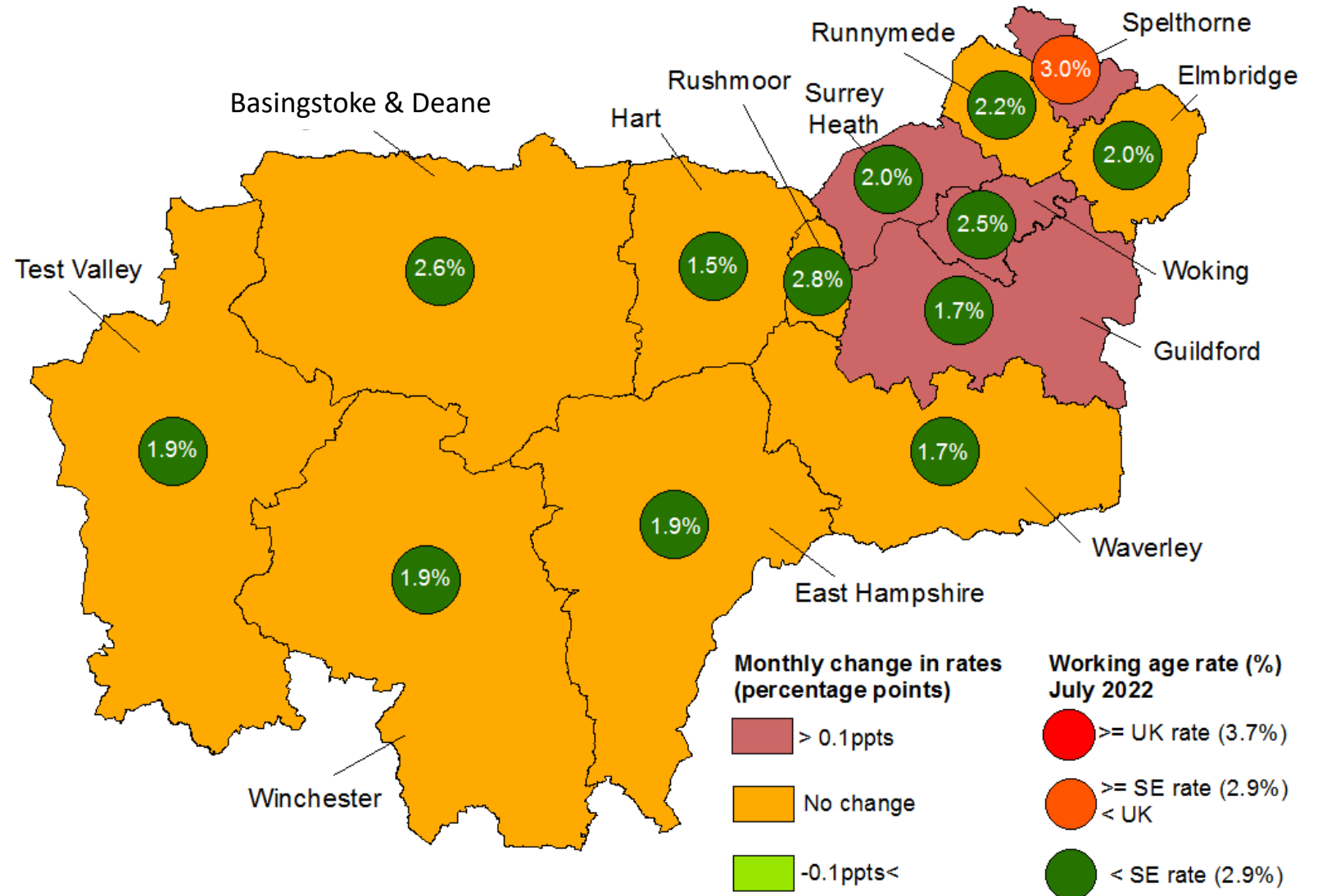
ENTERPRISE M3'S UNEMPLOYED CLAIMANT RATE UNCHANGED JULY 2022

Shaded Districts areas:

- **Green** = decrease in working age rates between June-July
- **Orange** = no change in working age rates between June-July.
- **Pink** = increase in working age rates between June-July.

Coloured Circles:

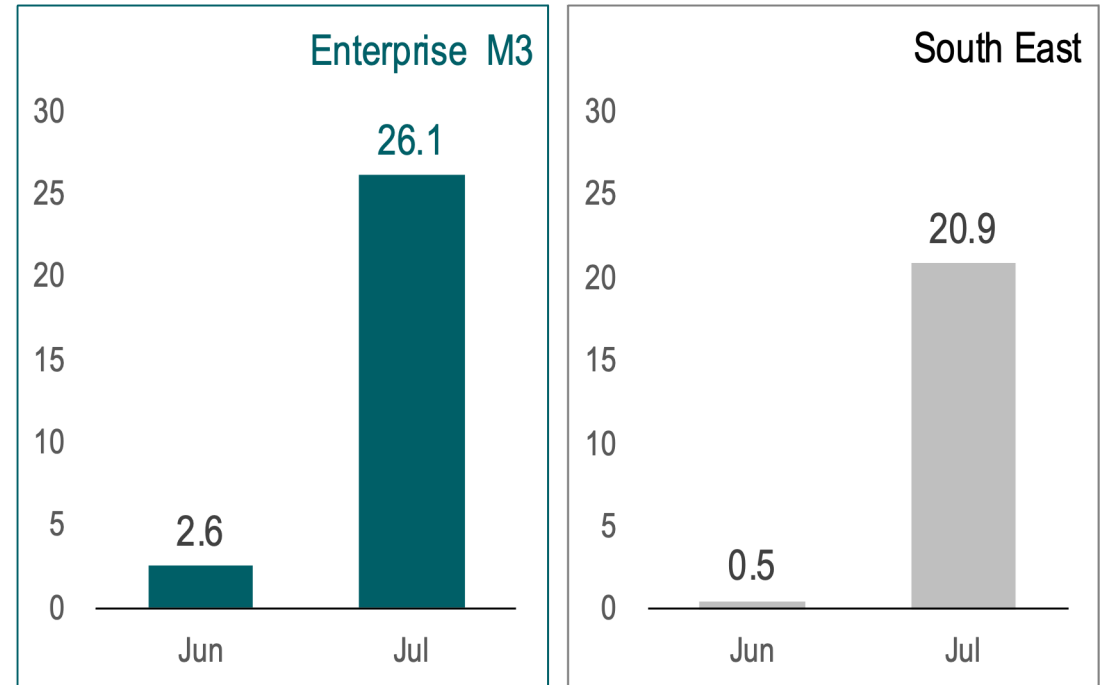
- **Green** = July rate below UK and South East rates.
- **Orange** = July rate above South East rate but below UK rate.
- **Red** – July rate above UK rate (no red circles in EM3 area)



THE TIGHT LABOUR MARKET IN ENTERPRISE M3 CONTINUES DESPITE WEAKER ECONOMY

- Timely data suggests that July saw exceptionally sharp uptick in online vacancies.
- Labour demand in Enterprise M3 in July stronger than in the South East.
- The overall picture confounded by seasonal factors > demand to ease sharply in Aug/Sep.
- A UK-wide recession is probably just round the corner.
- Recession may not be accompanied by a sharp increase in unemployment or a sharp decrease in vacancies.

% change in online job postings
(June to July 2022)



Source: Lightcast (2022), all job postings

ONLINE JOB POSTINGS ANALYTICS*

Top companies posting:

1. NHS
2. Hampshire County Council
3. Surrey County Council
4. University of Surrey
5. BP
6. Bupa
7. Samsung
8. Tesco
9. Whitbread
10. BAE Systems

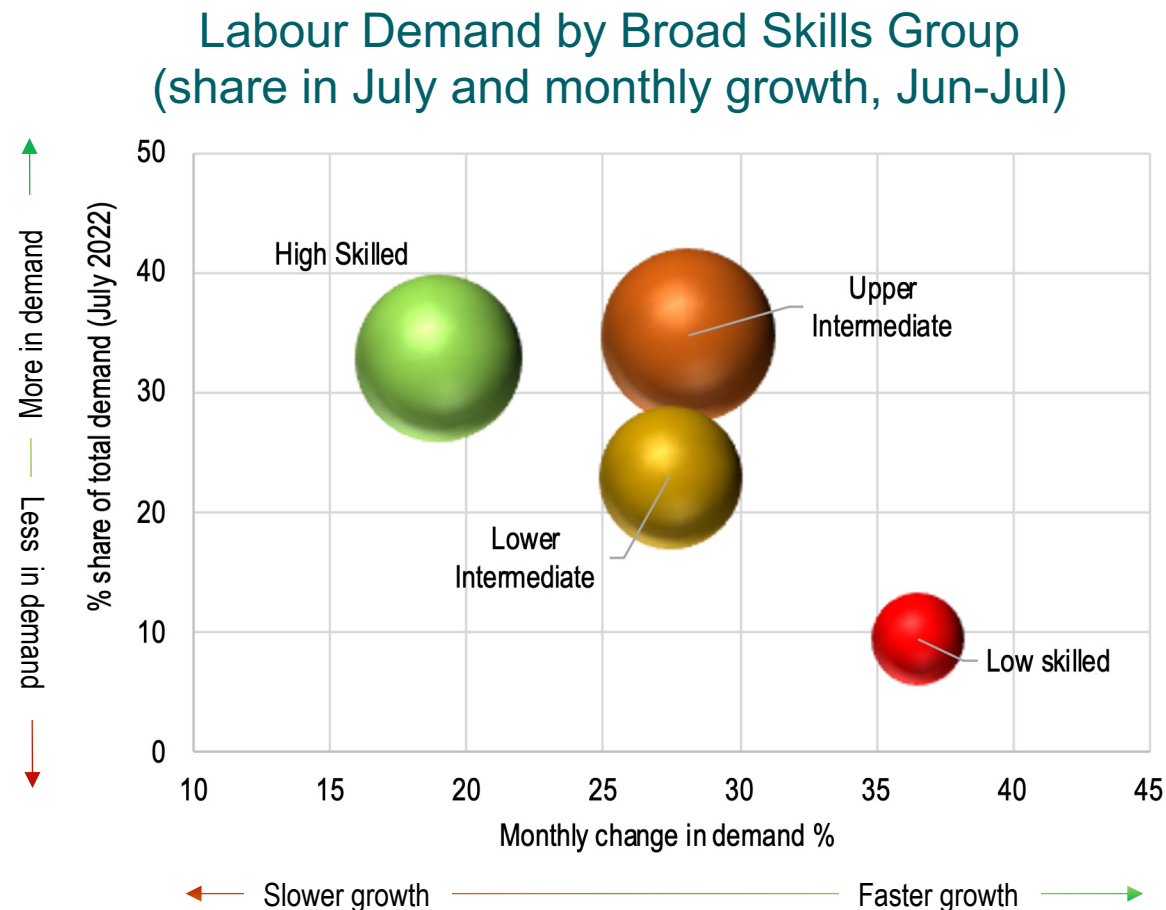
Top posted occupations:

1. Care workers and home carers
2. Nurses
3. Other Administrative Occupations n.e.c.
4. Sales Related Occupations n.e.c.
5. Customer Service Occupations n.e.c.
6. Programmers & Software Dev. Professionals
7. Kitchen and Catering Assistants
8. Chefs
9. Managers and Proprietors in Other Services n.e.c.
10. Marketing and Sales Directors

* EM3 area: September 2021 – September 2022

PERSISTENT DEMAND FOR HIGH AND UPPER-INTERMEDIATE SKILLS

- Over two thirds (68%) of July's labour demand in Enterprise M3 in high-skilled and upper intermediate-skilled – equating to 40,700 vacancies. Of which:
 - One third in high-skilled occupations (19,700 vacancies), and...
 - just over one third (35%) in upper-intermediate occupations (21,000 vacancies)
- Low-skilled jobs have less overall demand (nearly one in 10 vacancies) but fastest monthly growth rate (+37%), in part driven by seasonal factors.
- Top job postings in July: care worker & home care workers (4%).
- Top specialisation mentioned is finance (5%).



Source: Lightcast (2022)

Circle sizes are relative to the number of job postings (vacancies)

GRADUATE JOBS BOUNCE BACK BUT SLOWER RECOVERY FOR APPRENTICESHIPS IN ENTERPRISE M3

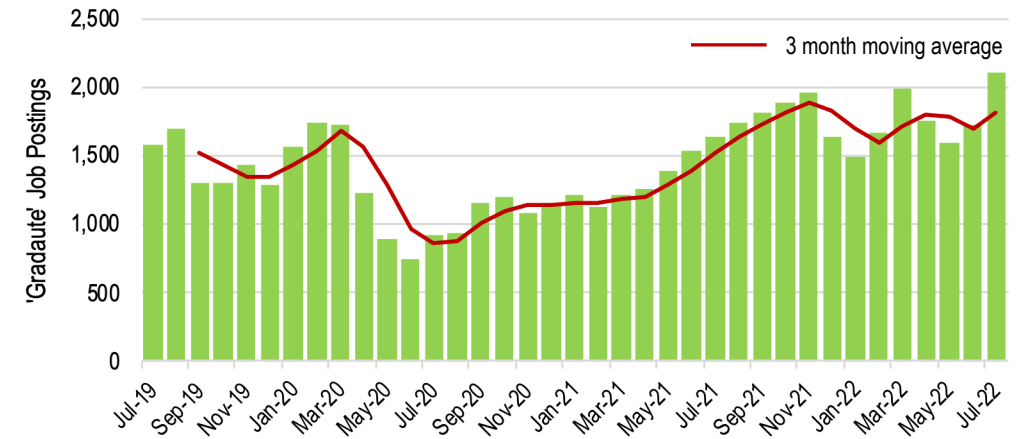
- Following pandemic slump EM3 graduate job postings¹ remain elevated and well above pre-pandemic levels.
- Top graduate job postings in health, IT, education, and engineering.
- Apprenticeship² job postings in EM3 slower recovery than graduates, possibly as hybrid working patterns present challenges for in-work placements.
- Top apprenticeship job postings in hospitality, engineering, and business services (HR/marketing).

Source: Lightcast.

1 Graduate job postings — postings in which the word “graduate” appears in the job title.

2 Apprenticeship — postings with ‘apprenticeship only’ appears in the job title.

Enterprise M3 Graduate job postings



Enterprise M3 Apprenticeship job postings

